

Effective Workplace Safety and Health Program

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Defining Safety as Culture

Determinants of Safety & Health

- A common set of values
- A statutory and regulatory framework and administrative system to codify the value and enforce adherence to them
- A commitment of the people in the industry or workplace to progress
 - Setting goals
 - Defining Responsibilities
 - Working together
 - Measuring performance
 - Ensuring accountability

Step 1 to Safety

Set Goals

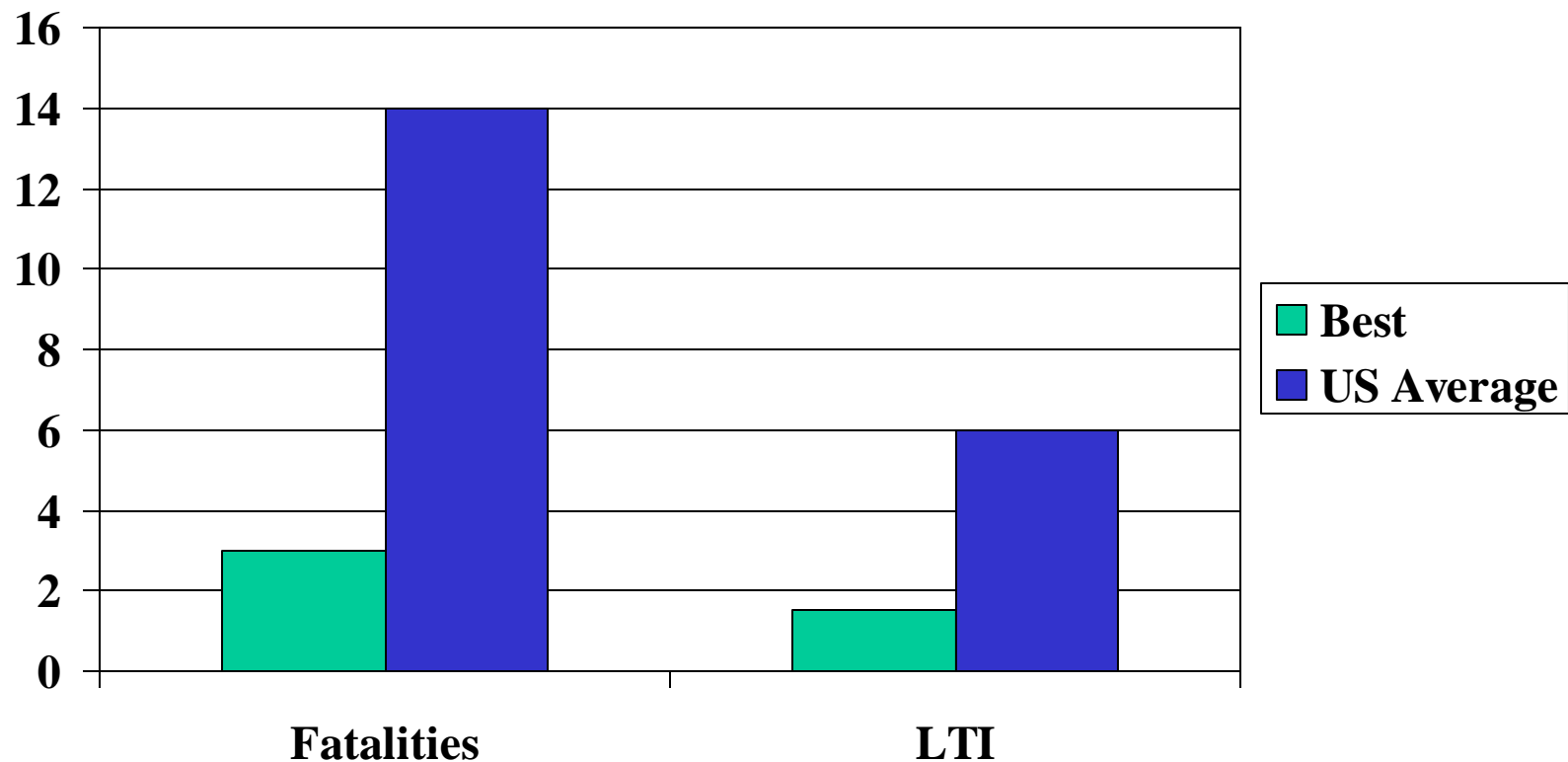
Measure Progress

Be Honest

How Good is Best?

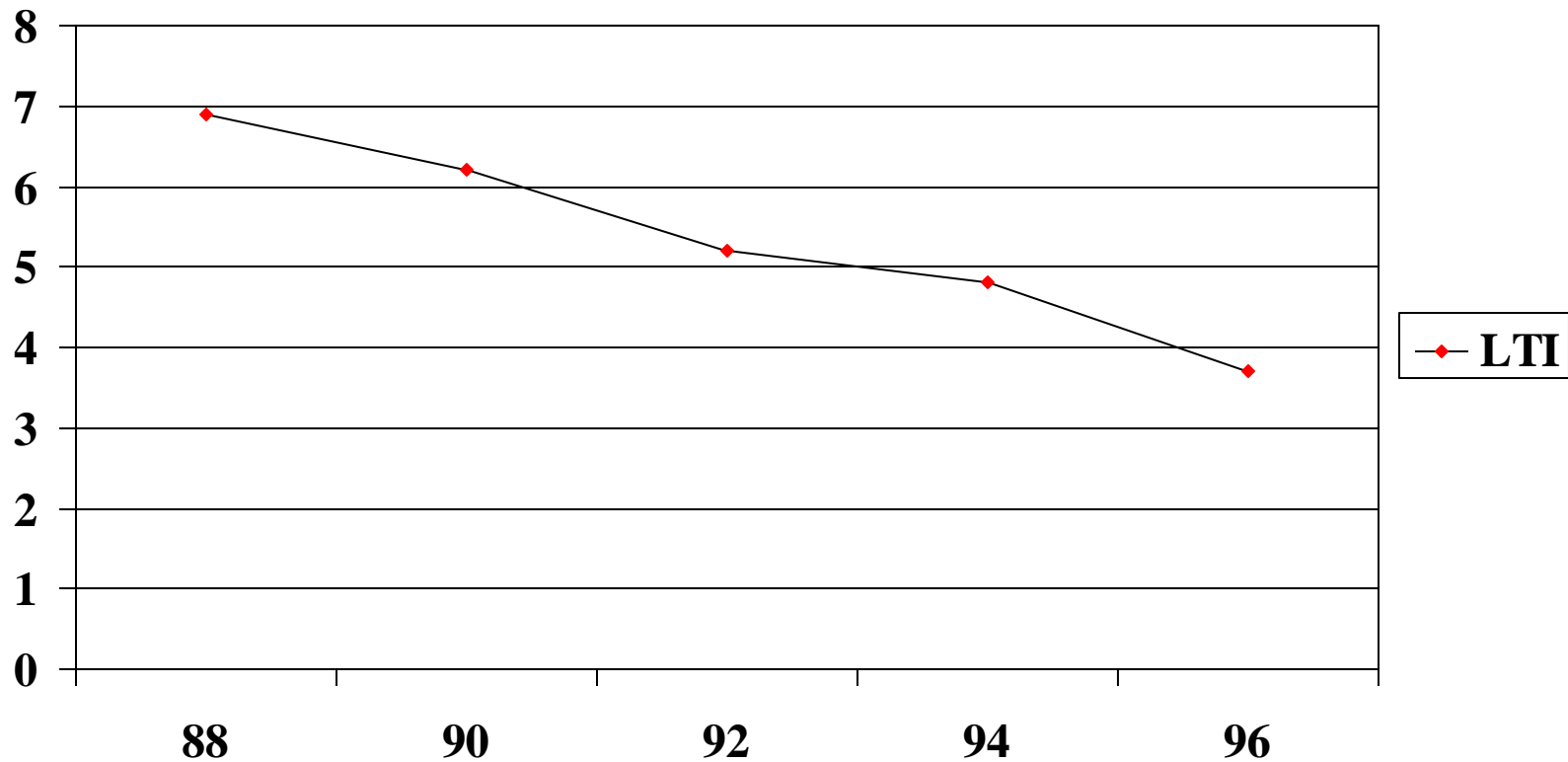
Setting Benchmarks

Construction Industry, 1993



Remarkable Progress

BLS Lost-Time Injury Rates Reported by Construction Industry



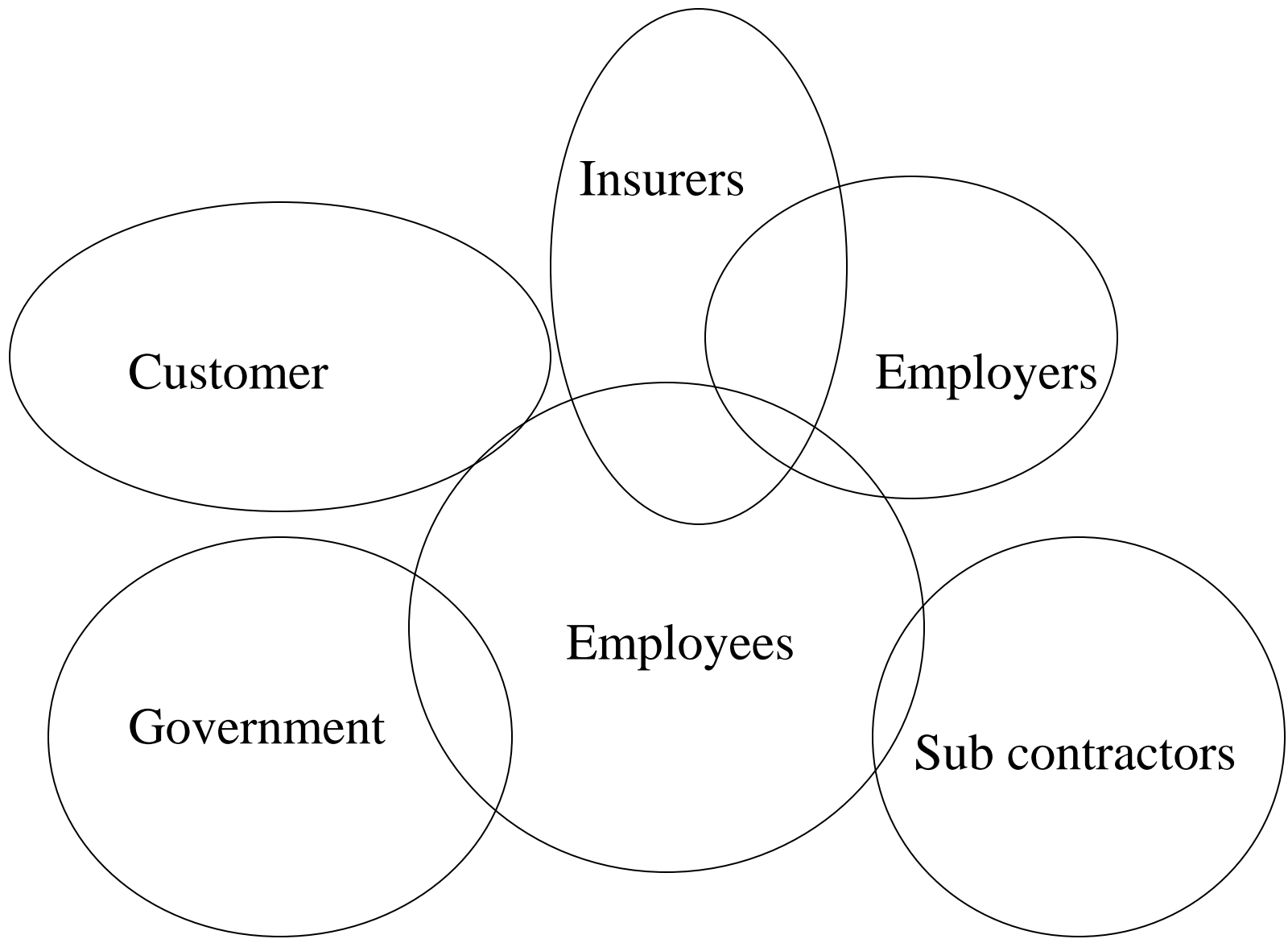
How Big is Reporting Bias?

Washington State Construction Industry, 1998

	All injuries and illnesses	Lost-time injuries and illnesses
BLS Reporting	17,000 cases	5,700 cases
Workers Comp Claims	27,000 cases	6,800 cases
Difference	37%	19.3%

Step 2:

Define responsibilities



Responsibilities--The Customer

- Provide Design Specs that Are Safe
- Establish and Enforce Safety and Health Requirements (should be in RFP)
- Hire Competent Contractors
- Ensure adequate workers' compensation coverage
- Monitor Work In Progress

Step 3 Define hazards

- Industry characteristics
- Worksite characteristics
- Traumatic Injuries
- Musculoskeletal Injuries and Illnesses
- Health Hazards

Industry-wide risk characteristics

- “Last Resort” employers
- Small-medium sized employers
- Light commercial and residential
- Untrained/poorly trained workers
- Drug and alcohol use
- Excavation
- Erection & Roofing
- Transportation
- Maintenance and renovation
- Demolition
- Remediation (asbestos, lead, haz waste, etc)

Worksite characteristics

- No/deficient site plan/employer program
- No/deficient safety and health director
- No/deficient training/communication
- Lack of/deficient PPE
- Poor housekeeping/sanitation
- Worn/defective tools and equipment
- Inadequate disciplinary procedures
- Poor record keeping

Step 4: Create solutions

- Industry-wide safety & health organizations
- Training of workers and supervisors
- Improved organization and management
- Better technologies, materials and tools
- Constant monitoring

Lots of Good Tools Already Exist

- Priorities
- Solicitation/Contract Requirements
- Employer's Safety Program
- Safety & Health Committee Procedures
- Training Programs
- Site Checklists
- Care of Injured Workers
- On-site Clinic Designs
- Data Collection & Evaluation

Step 5: Implement safety and health programs

- Top-down – does not work
- Worker involvement

Building Trades Labor-Management Organization for Washington

- Created 1990
- Funded by contributions from workers' comp fund
- Objective: to reduce injury rates by 30% in 5 yrs
- Means: industry-wide interventions focused on culture change
- Main strategies:
 - empower workers to be problem solvers
 - Infuse industry with job site labor-mgt committees

WA State Construction Priorities (Based on Survey in 2000)

Heavy Lifting/Manual Material Handling

Dust/Asbestos/Silica/MMMF

Noise

Communication

Working at Heights/Fall Protection

Traffic & Moving Machinery

Repetitive Motion

Housekeeping

Safety & Health Committees Requirements

- Empowerment
- Selection of committee members
- Training of committee members (CSAO)
- Meet regularly
- Keep minutes
- Report to management

Safety & Health Committees

Duties

- Weekly at risk walk-around inspections
- Shut down hazardous work
- Develop preventive procedures
- Pre-start review of complex tasks
- Adequacy of site training/communication
- Continuous improvement plans & procedures
- Approve any safety incentive programs

Site Check List Example

- Observational approach
- Developed by a worker team on a large site
- Used for weekly walk-around inspection
- Objective: identify/prevent at risk conditions
- Result: 1.5 mill hours/zero reportables

Checklist Elements

- Environment
- People Interactions
- Job Factors
- Body Mechanics
- Personal Protective Equipment

Conclusions

- Creating good safety and health programs not difficult
- Does not require extensive technical expertise
- It can not be relegated to technicians
- It does require a good people environment
- Worker involvement essential